

22 JANUARY 2024

## PAY INCREASE

CSIRO Staff claim submitted  
Executive proposal rejected  
Back pay component included  
One-off payment component  
Revised proposal tabled  
2nd member poll completed



Member  
consideration

- CSIRO Staff Association tabled a member-endorsed claim of 20 per cent over three years (9%, 6% and 5%) in response to historically high cost-of-living and a income gap compared to other research industry salary outcomes.
- Executive put forward an initial offer of 11.2 per cent over three years (4% in the first year, followed by 3.8% and 3.4%) in line with the Australian Public Service Commission (APSC) proposal in APS service-wide bargaining.
- In an online poll of more than 1,500 Staff Association members, 81 per cent rejected Executive's first offer.
- Conditional back pay arrangements have been announced by Executive, subject to the commencement of a successful enterprise agreement vote before 14 March 2024.
- Executive have tabled a revised proposal of 11.2 per cent over three years (4% in the first year, followed by 3.8% and 3.4%) plus back pay to November 2023 and an additional one-off payment equivalent to 0.92 per cent of base salary.
- A December poll of more than 1,400 members, 58 per cent of respondents agreed that the revised proposal represented the best outcome CSIRO staff could expect to achieve while 42 per cent of participants rejected the offer.

## SUPERANNUATION

CSIRO Staff claim submitted  
Executive proposal tabled  
Unpaid parental leave impact



Positive talks

- Staff Association claim calls for all CSIRO staff to receive a guaranteed minimum employer superannuation contribution of 15.4%, regardless of choice of fund.
- Executive bargaining representatives have proposed the introduction of an equal rate of contribution regardless of fund and moving to calculations based on Ordinary Times Earnings rather than Fortnightly Contributions Salary.
- However, Executive have indicated that superannuation on unpaid parental leave will not be extended to those who elect to move from the public sector fund.

## CONSULTATION

CSIRO Staff claim submitted  
Executive proposal tabled  
New structures required



In principle  
agreement

- CSIRO Staff Association claim calls for the introduction of genuine and meaningful pre-decision workforce consultation. Union claim proposes that pre-decision consultation with CSIRO staff would occur before proposed changes to work practices, policies, or guidelines, prior to major changes of strategy and ahead of any restructuring or relocation of jobs.
- Executive proposal features pre-decision consultation, as per the model clause agreed to in service-wide bargaining between the APSC and CPSU.
- Agreement to develop a terms of reference for a consultative committee to ensure processes are followed properly.
- CSIRO Staff Association claim calls for the restoration of rights lost from the agreement in past enterprise agreement negotiations. Conditions and rights in the enterprise agreement are protected by law and can only be changed by agreement, whereas CSIRO policy can be changed at any time.
- Advice from the APSC has addressed the legacy of the previous government's bargaining policy, clearing the way for the restoration of content. Executive are not seeking to remove content from the enterprise agreement into policy (unlike previous negotiations) and accept APSC direction to restore EA rights.

## RESTORE RIGHTS

CSIRO Staff claim submitted  
Executive broadly supportive



In principle  
agreement

## IMPROVED CONDITIONS

CSIRO Staff claims

Executive broadly supportive



In principle  
agreement

- **Job security** - Keep indefinite, ongoing employment as the usual and preferred basis for engagement at CSIRO. Improved pathway to permanent work for specified term employees.
- **Reasonable workloads** - Relieve excessive workloads, a major driver of workplace stress and psychosocial injury at CSIRO. Introduce a right to request management review work demand issues. Make new rules to ensure that Work Objectives and Performance Indicators are clear, achievable and subject to mutual agreement.
- **Science integrity** - Provide support to CSIRO staff to disseminate findings and evidence-based research without limitations or impositions from funding parties including Gov't, industry and other external research partners.
- **Annual shutdown** - Agreement that access to the shutdown during the period between the Christmas and New Year's Day public holidays will no longer require use of any individual employee leave entitlements.
- **Parental leave** - Union claim of 26 weeks of paid leave for all parents or supporting partners. Executive support APSC model clause allowing 18 weeks for primary carer and transition to 18 weeks for secondary carer by 2027.
- **Flexible/Work from home** - Approve all requests to work from home unless compelling operational reason why cannot be accommodated. Executive will accept APSC model clause, all applications considered and presumed accepted without genuine reason to reject.
- **Delegate rights** - Executive to adopt APSC model clause, improve rights and resources for workplace delegates.
- **Workplace Issue Resolution Procedure** - Executive have agreed to positive improvements such as updating the current clause to include important principles and rights. Subject to further negotiation.
- **Duty at Sea** - Improved leave entitlements, Executive supportive (subject to APSC clearance).
- **Public holidays** - Public holidays can be substituted by agreement and subject to operational requirements.
- **Family and Domestic Violence Leave** - Employee access to uncapped paid leave entitlement, including casual staff.
- **Recreation leave** - Applications to cash out recreation leave can be made at any time, minimum of five days and maximum of any amount in addition to the (min) 20 day balance. New purchased leave system to replace arrangements allowing averaging pay over a reduced working year.
- **Sick and Carer's leave** - Increase annual accrual from 15 to 18 days. More flexibility in the provision of supporting documentation such as medical certificates.
- **Enhanced Responsibilities Allowance (ERA)** - Allow pay progression where an ERA has been in place for at least six months (currently 12 months).
- **Ceremonial and NAIDOC leave** - Up to six days over two years is for Aboriginal and Torres Strait Islander staff.
- **Cultural leave** - Up to three days per year, available to all staff to fulfil significant religious or cultural obligations.
- **Redundancy** - Changes to introduce the ability to offer voluntary redundancies, in addition to existing substitution arrangements.

## PROPOSED CHANGES

Executive proposals

For consideration of members



Member  
consideration